

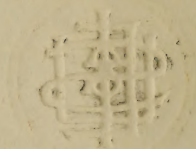
THE  
MAPLE  
LEAF  
CONVENTION



TORONTO  
CANADA

1921

THE  
MAPLE  
LEAF  
CONVENTION



TORONTO  
CANADA



# The MAPLE LEAF SOUVENIR

## TWENTIETH ANNUAL CONVENTION

INTERNATIONAL STEREOTYPERS AND  
ELECTROTYPERS UNION  
OF NORTH AMERICA

JULY 18 to 23  
1921

TORONTO  
CANADA

514-1111

# The World's Finest Stereotype Metal



With  
Friends  
and Users  
Everywhere

# Greeting

**F**OR many years Number Twenty-One cherished the hope that the International Union should convene in Canada, and at last our wishes have been realised, and we have great pleasure—and not a little pride—in presenting this Maple Leaf Souvenir as a memento of the Maple Leaf Convention.

The labor involved in preparing this has been made a pleasure by the cordial cooperation and the many expressions of goodwill and fellowship from our sister locals, not only in Canada, but thruout the United States.

We have endeavored to make this Souvenir worthy of the occasion, and trust that the result will justify our efforts.

To all who have contributed in any way toward making both this Souvenir and the Maple Leaf Convention a success, we tender our hearty thanks. We especially hope that our members, when buying supplies, will remember those advertisers who have so generously supported us.

This Convention meets at a very critical time in the history of our organization. We trust that the questions to be discussed may be approached with an open mind, desiring only the best welfare of our entire membership.

In conclusion we cannot do better than re-echo the splendid sentiment so well expressed by Indianapolis Union No. 38, and pray that "the true meaning of the word 'International' may be realised as never before", and that the ties that bind us may be strengthened and made yet more durable as a result of the

## Maple Leaf Convention

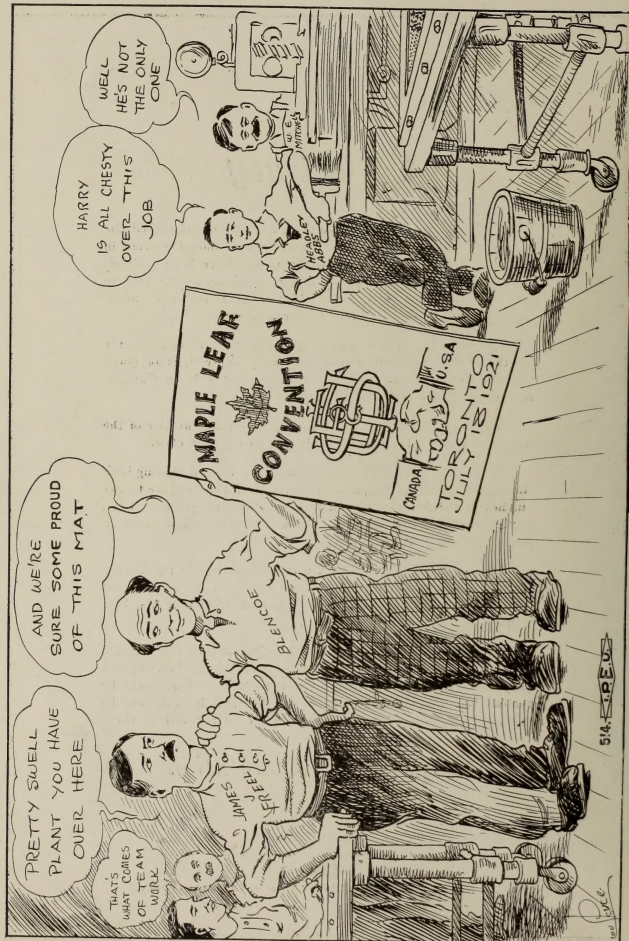
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# "Canada, We Greet You"

BY

JAMES J. FREEL

**I**T is a sincere pleasure for me, and I feel sure it will be a most agreeable and beneficial experience for our delegates, visitors and my colleagues upon the Executive Board to visit the City of Toronto, in the Province of Ontario, during July, and participate in the annual meeting of the International Stereotypers' and Electrotypers' Union, particularly as it will be the first annual meeting to be held on Canadian soil, inasmuch as since 1902, when we assumed international responsibilities, our Canadian delegates have been journeying each year to the various cities in the United States where our Conventions were held.

It will also be pleasant from the standpoint of hospitality, because as a result of personal contact with our Canadian members I know they are in the forefront in the practice of this social grace.

The jurisdiction of our International Union is confined to the United States of America and the Dominion of Canada, embracing as it does the two greatest countries of North America, which countries notwithstanding they are under two separate and distinct forms of government, without any political affiliation whatever to each other, have lived in peace and concord for over one hundred years without either country finding it necessary during that period of time to even suggest the erection of a military fortification to insure the welfare of its citizens or protect its boundary line.

The growth of the Dominion in the past quarter of a century, together with the development of the great North-Western Provinces, has opened up a field of opportunity for a tremendous addition to our forces. New cities are developing rapidly,

together with representative newspapers and printing establishments, each of these adding strength to the bond between us, and promising as the years go on to make the Dominion increase in importance and strength. The conscientious efforts and hearty co-operation of our Canadian members in the past in organizing and other essential work, in conjunction with our members on this side of the line, have resulted in establishing the progressive and satisfactory organization we now enjoy throughout our jurisdiction, an organization second to none in the organized labor movement of North America. Our annual meeting in Toronto will be the most important Convention ever held. We will be confronted with the solution of problems most vital to the future welfare of our members and Union—problems which will require not only our best thought and consideration but the most conscientious co-operation of all who believe in collective bargaining and all the other fundamental principles and policies of organized labor, the perpetuation of which is absolutely necessary to offset the efforts of those reactionaries who at this time, owing to the social, political and industrial chaos which exists throughout the world, as a result of the recent world war, are banded together in an attempt to destroy the trade union movement, eliminate social and industrial justice and by vicious misrepresentation and false appeal to "Patriotism," to re-establish industrial slavery.

I have the greatest confidence that our delegates to the Toronto meeting, after due consideration of the serious problems referred to above, will, as they always have in the past, submit to the membership a solution of them that will promote our welfare and advance our interests,

# BECKMAN Dryer Blankets

BEST AND CHEAPEST

*Dry Quickest      Impress Clearest  
Pliable Longest*

*Superiority and durability considered,  
are cheaper than the cheapest*

**Will Save Work, Worry  
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Equal to dearest for good work and last longer. Cheap enough to discard without scruple when hardened. Stereotypers familiar with them continue to use them. Sold by mail only and on their merits. COST NOTHING to try six sample pairs if UNSATISFACTORY.

## THE BECKMAN COMPANY

PROPRIETORS NORTHERN OHIO BLANKET MILLS

CLEVELAND, OHIO



# THE MELTING POT

By WILLIAM HENRY TAYLOR

Member Toronto Typographical Union, No. 91

TO THE TWENTIETH ANNUAL CONVENTION, INTERNATIONAL STEREOTYPERS'  
AND ELECTROTYPERS' UNION OF NORTH AMERICA :

**F**RATERNAL Craftsmen, Queen Toronto's arms  
Are open wide with welcome to her charms ;  
And we, as residents, are glad to see  
At this Convention, such a company.  
This glorious year of nineteen twenty-one  
Will be a sign-post, pointing to the sun :  
Which shines impartial on the varied soil  
Of "All America" for sons of toil.  
Behind, the roads were rough, and dark the night,  
But now the well-paved way is smooth and bright.  
Electrotypers ! Stereotypers ! Come !  
Our Bus, "the Union," bids you make her hum.

We are the silent partners of the Press  
Which devils fear, but angels watch and bless.  
We are the men who do, while others talk  
And like the witches round the cauldron walk.  
While others sleep we sons of midnight throw  
The ammunition down to guns below.  
Those plates we cast and melt again could tell  
The story of the world in which we dwell.  
In brief, the furnace, when the war was hot,  
Caught old Von Kluck in its vast melting pot.  
But since the Marne—Ah ! what a list of woe !  
What casualties of flesh and blood did flow ;  
Those tragic days can never come again,  
Old Mother Earth can never stand the strain  
Of such an Armageddon. And, besides,  
We caught some foxes, and have scorched the hides  
Of many more. For many a King and Czar and Boss  
Were melted down, and floated off as dross.

The would-be statesmen were a heavy crop  
Who were refined at our good Union Shop.  
Still more are coming, and they make us cough  
And choke with gas when we are skimming off  
The bubbles and the froth from mighty brains  
Which gives the boiling metal inward pains.  
But 'tis a pleasure, too, to know that we  
Can beat the witches at their wizardry.  
We bring new children forth each morning hot,  
Which had their birth in our good melting pot.

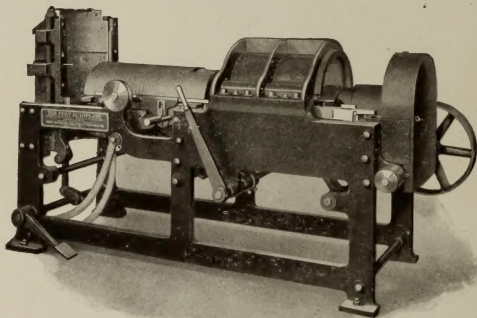
Now, brethren, in conclusion, let us play  
The game like men, and show the world to-day  
That each and all have come to take a part  
With mind unsullied by a selfish heart.  
This Council needs your wisdom, courage, skill,  
So let true "Union" be your slogan, still.  
Remember this, that "Union" means The Whole.  
And in the Pot each one should cast his soul,  
That when refined on this Convention day  
The Boss above will make us all "O.K."

# THE PONY AUTOPLATE

*is the latest addition to the Autoplate line*

**I**T COMPLETES the AUTOPLATE series and brings the advantages of automatic stereotyping within the reach of every newspaper, however modest its requirements.

It enables a publisher to dispense with several separate machines. The stereotyper need no longer perform the operation of plate making separately and with several pieces of apparatus. The plate may now be made at one operation, with ease and great celerity.



The PONY AUTOPLATE, when its operation is compared with hand stereotyping, reduces the weight to be lifted in the making of a plate by 150 pounds. Thus it cuts out of the making of every fifty plates the lifting of 7500 pounds of dead weight.

Not only is its speed greater and the quality of its work better, but its use is more humane than that of the hand apparatus now in vogue.

The machine is exceedingly simple. It possesses only a small number of parts, which are strong and durable and require little attention.

Hand boxes and finishing machines need no longer be used. These the PONY AUTOPLATE has rendered obsolete.

"We switched from our old stereotype equipment to this new equipment just at the starting of the World Series baseball games, and when we tell you that we were able to go to press every day during this Series with a baseball extra in three minutes or less after the last out, you will know with what rapidity these machines are capable of operating."—

PUBLISHER, AKRON (OHIO) PRESS.

*Time is of the Essence of Success in Newspaper Publishing.*

**Wood Newspaper Machinery Corporation**  
25 Madison Avenue  
New York City

# The National Society of Electrotypers and Stereotypers of Great Britain

By W. C. WARREN, Secretary.

IT is with pleasure I accept your invitation to subscribe a short article for your "Convention Journal" relating to the



*James Miller*

President.

Trade in Great Britain, at which Convention I am looking forward to the opportunity of meeting the representatives of our fellow-craftsmen of Canada and the United States of America with the greatest possible interest.

The Trade has made rapid strides in the past few years, both from a Craft and a Trade Union point of view, and while numerically less than the International Union, we have now about a 98% organization of all those employed in our business throughout the country, of whom about 50% are engaged in London.

First formed by a few members of the Craft in London as a local Union, the organization gradually extended by various other local Unions being formed in different parts, which were later linked together in a Federation; there was also an Assistants' Society formed in connection with the Trade as an independent body, but after long negotiation the Federation was changed to an amalgamation, a fusion was effected with the Assistants' Society and we now have only one Union operating for the Trade in the United Kingdom, and the value of the complete solidarity thus secured has been amply proved on several occasions.

One of the effects of the divided control that had existed was that varying conditions

prevailed in firms almost next door to each other; in some, certain work was done by mechanics at our agreement rates, in others precisely the same class of work was done by men termed "Assistants" (although in many cases they had worked at the Trade for years) at very much lower wages, but this has now been altered by combined effort, and while every man working at the Trade was recognized as a full mechanic by the agreements arrived at shortly after all the units had been combined into one National organization, no fresh introductions are now allowed into the Trade, except by bona-fide apprenticeship.

We negotiate wages and working conditions with various bodies of Employers' Associations, as none of these have complete National jurisdiction, although recently there has been a tendency among several of them to closer co-operation and joint negotiation on labour questions, the main exceptions being the London Newspaper Proprietors' Association and the Electrotyping and Stereotyping Trade Employers' Federation, with whom separate negotiations and agreements are always carried out and made; with this latter body in 1911 we made what was known as a Trade House Agreement, by which a Joint Board was set up which at its inception was decidedly a novelty in the industrial life of our country, although quite recently many industries have formed what are known as Joint Industrial (or Whitley) Councils, who



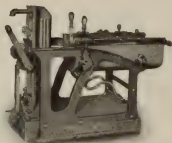
*W. C. Warren*

Secretary

# GREETINGS

To the members of the International Stereotypers' and Electrotypers' Union.

ONE hundred years ago the HOUSE OF HOE started building Printing Machinery. Since then practically every development of importance in Printing and Plate-Making Machinery has been brought out by R. HOE & Co. For a full century HOE on any machine has stood for Quality and Dependability.



**DUO-COOLED EQUIPOISE  
CURVED CASTING MOULD**

Indispensable where fast work is required.



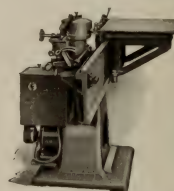
**POWER INCLINE SHAVING  
MACHINE**

Justly celebrated for its extreme accuracy.



**SOFT METAL FURNACE WITH  
ATMOSPHERIC GAS FUEL  
BURNER**

Made in two sizes—250 or 1000 pounds. A money saver.



**VERTICAL-SPINDLE MONO-  
RAIL BEVELING AND  
SQUARING MACHINE**

Both operations done accurately at one setting of the plate.

HOE PLATE-MAKING MACHINERY is designed and built to do **the best work** in the **simplest** and **most efficient** manner. It can **always be depended upon** because every part is made with the utmost accuracy and from the best materials obtainable.

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Boston, Mass.

perform some, but not all of the functions of our Joint Board ; it is composed of five working mechanics with two permanent Union officials, and an equal number of employers, and its functions are to deal with any and every question affecting the Trade—wages, hours of labour, and all general working conditions are only one of its duties ; it fixes the scale of prices charged by the firms to customers, ensures that no firm is allowed to cut in and undersell to the detriment of the rest of the Trade, and, while maintaining that not more than fair prices are charged, it has completely eliminated the cut-throat competition which prior to the Joint Board being established had been rampant, had kept wages at a low level and proved exceedingly detrimental to the business and our members. Started as an experientt, this Joint Board has fully justified its existence, and it is some tribute to this mode of conducting business between a Union and the employers of its members, to record that during the past nine years, which included the dark days of the War, and the difficult industrial times which have followed in its wake, that every question it has been necessary to deal with at the usual monthly or special meetings of the Board, has been settled to the mutual satisfaction of both sides ; an important provision in its Constitution is that no strike, lock-out, or stoppage of any description may take place until a Joint Board has considered the question at issue—on emergency a Joint Board can be called in 24 hours—and we have found in practice that this provision has proved a valuable one, and the confidence that has been engendered by experience of the decisions of the Board from time to time has undoubtedly been advantageous both to the firms and to our members.


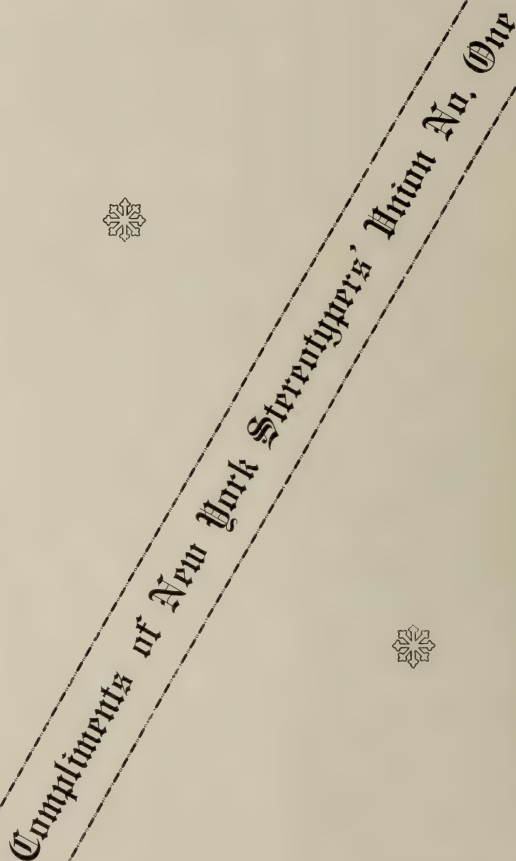
In England and Wales, apart from London, we have what is known as a National Wage Agreement, our Branches being classified in six groups. The hours worked are all the same, being 48 per week either Newspaper or Jobbing on day work, and 45 on Night Newspapers, with payment for Statutory Holidays, and a week's holiday at full pay each summer, but the wages vary by decreases of three shillings per grade per week, the larger cities and towns being in grade one, down to the smallest in grade six, the actual difference in the wage rate between the first grade of

Branches to the lowest being fifteen shillings per week.


This system has been in operation now for about two years, and has the decided advantage of ensuring uniform and simultaneous advances to all members in all Branches if and when an advance is secured, as they have of necessity been negotiated for during the period of the existence of this National Agreement owing to the continually increasing cost of living, which at the time of writing has reached a point of 176 per cent. over the figures of August, 1914, just prior to the War. Before we had this collective Agreement, we had to fix all wage rates separately for each Branch, and the result was that while the stronger branches would secure an advance, it was often months after before we could obtain the increase in the smaller and weaker Branches, and while there was at first some opposition to this method of a collective agreement for all Branches of the Union, to-day there is general satisfaction with the system because of the simultaneous effect of the wider area of negotiation ; this system of National Agreements is now operative with all the National Unions in the Printing Industry of Great Britain, while needless, of course, to say the Provincial Employers are also well organized on a National basis, so enabling the wide area agreements to be effected and become operative.

Recently we have been giving a great deal of thought and attention to the question of apprenticeship, our system has been for a lad to be bound by indenture for seven years to a firm, but we as a Union have (beyond seeing the proper ratio allowed of apprentices to journeymen in any shop, was not exceeded) taken little interest, and certainly no responsibility for the Apprentice till he reached the last year of his Apprenticeship, when he became eligible for membership. From January, 1921, this is to be altered, in all firms covered by the Trade Employers' Federation, and a system of joint control is to be set up, every apprentice from that date will be not only bound by his indenture to his particular firm, but also to the Joint Apprenticeship Committee composed of three representatives of the Employers' Federation, and three representatives of our Union, every Indenture to now be signed by the Secretary





*Compliments of New York Stereotypers' Union No. One*



of the Employers' Federation and the General Secretary of the Union as well as by the firm, the lad and his guardian. The functions of this Joint Apprenticeship Committee, are to see each lad receives an adequate training into the business in all its various details, also that he attends at least two sessions every week at the Technical Training Institute, such attendance being compulsory and not optional, for from two to four years of his apprenticeship, part of the time for such attendance being in the employer's time and paid for, and a part at an evening session in his own time.

The Joint Committee have also power to summon before them any apprentice who does not conform to the general conditions of training, etc., laid down, and have in respect of a lad proving unworthy of the craft, power to cancel his indentures. Probably this final authority will need but seldom to be exercised, but we believe very strongly that the new responsibility we have assumed of seriously dealing with the whole apprenticeship question, including their training, will ultimately prove of considerable advantage to the trade in general, while the lads will also receive much higher wages than hitherto, the following scales having been agreed on, the percentage in each year being based on the agreed journeyman's wage; if the mechanic's wage advances the apprentice's will do so automatically :—

The wages for apprentices will vary according to the age at commencement of the seven year period.

	11 years and under 15 years. Per cent.	15 years and under 16 years. Per cent.	16 years and under 17 years. Per cent.
1st year. . .	20	25	30
2nd year. . .	25	30	40
3rd year. . .	30	40	50
4th year. . .	40	50	60
5th year. . .	50	60	70
6th year. . .	60	70	80
7th year. . .	70	80	90

The actual period we require the apprentice to attend the Technical Training Classes also varies according to the age of starting, the sessions in the evening being outside working hours, the remainder from time allowed and paid for by the employer.

	14 years and under 15 years.	15 years and under 16 years.	16 years and under 17 years.
1st year	8 hours per week	8 hours per week.	4 hours per week and 1 evening
2nd year. .	8 hours per week	4 hours per week and 1 evening	4 hours per week and 1 evening
3rd year. .	4 hours per week and 1 evening	4 hours per week and 1 evening	—
4th year. .	4 hours per week and 1 evening		

We are now negotiating with the remainder of the Employers Associations apart from the Electrotyping and Stereotyping Trade Employers' Federation, to endeavour to secure this system of Joint Control of Apprentices throughout.

We of course have experienced many difficulties, some setbacks, some pleasing victories in our work of organising and consolidating our trade interests through Great Britain, like most industrial organisations, but I have referred briefly to the three matters of the Joint Board, our new apprenticeship system, and our method of collective wage settlements, rather than these, as being questions of present day interest rather than historical, and in conclusion I would convey to the membership of the International Stereotypers' and Electrotypers' Union of North America the fraternal greetings and best wishes of the members of the National Society of Electrotypers and Stereotypers of Great Britain.



Special 2-lb. Blue Drying Blankets

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Automatic Fibre Moulding,  
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A Full Line of QUALITY SUPPLIES and  
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# Reminiscences of Past Conventions

BY

J. FREMONT FREY.

THE past five years have been so fraught with historical events, with hard work and deadly serious thought, and the immediate future is so depressing and uncertain that a review of past conventions presents a task for which I am somewhat unprepared and for which the mellow spirit of retrospection is woefully lacking.

However, the editor of this magnificent Toronto Souvenir has honored me with the assignment outlined in the head of this article, and I will take a dip into some personal experiences of the days gone by, knowing full well that the sins of omission will be many.

My first convention as delegate from Indianapolis Stereotypers' Union No. 38 was that of Detroit, in 1899. Naturally, first impressions last the longest, and I still treasure the memory of that week as an epoch in my life. As a trade district union of stereotypers and electrotypers within and subordinate to our membership in the International Typographical Union, we were compelled to hold our craft meetings after the I.T.U. sessions adjourned for the reason that every delegate was needed on the convention floor to safeguard the interests of our two crafts and our trade district meetings were necessary to formulate such legislation as was deemed most important to our progress. The work was new to me, and of such vital import and I was so deeply impressed with the zeal and earnestness of our representatives that the few entertainments, excepting perhaps the fish dinner at the St. Clair

Flats, are mostly forgotten.

At Milwaukee in 1900, on the contrary, in spite of the progress made toward with-

drawing from our parent organization, so ably recorded by John Conner in his "Past and Present" article in the "Hoosier Souvenir" of 1916, I remember most vividly the entertainment furnished us in the shape of a "clam bake" at Jones' Island. I don't know who was responsible for that trip, but I do know that my usually obedient pen finds itself inadequate to record the excruciating torture we endured wading ankle-deep through the sands of that desert spot to the rendezvous of pleasure seekers. The affair was

held at night, and when we embarked on the wheezing tug, cinder-bit and wet with spray, at an unlit landing, dark and dismal, without light except that furnished by the sympathetic stars overhead and without any guide except to "follow the leader," there was nothing to do but trudge wearily on until it seemed our lungs and legs would never be able to function again. I am going to give the committee credit for really having the oasis with all the trimmings, but I fail to remember this part of it. What lingers with me is that no penance that was ever prescribed can quite equal that memorable hike on Jones' Island.

At Birmingham in 1901, No. 38 was represented by Frank Higinbotham, who still talks of that convention with its final fruition of the hopes and plans of 1899 and 1900 for a peaceable withdrawal from the I.T.U. and the coming birth of our own International Stereotypers' and Electrotypers' Union, the



*J. Fremont Frey*

Compliments of

**Boston Stereotypers'**  
**Union**

No. 2





first convention of which was held the following year in Cincinnati. While Billy Burke was our delegate to this convention, I also attended for a day and remember well the lively and lovely gardens of Vine Street Hill, with their aromatic tan-bark carpets and that I got my feet wet in Hauck's immortal and now banished barley brew.

At Washington in 1903 I was again a delegate and while a great deal was accomplished in perfecting our laws and I had my first view of the historical spots every American holds dear, and incident of the trip still is with me.

I left Indianapolis Saturday noon carrying with me an important letter which I forgot to mail. At ten o'clock on Sunday morning our train stopped at Taunton, West Virginia, and, seeing a mail box near the station I asked a fellow passenger the length of our stop. He very politely and positively assured me the train would not move for half an hour. So I took my time and just as I slipped the letter in the box I heard the "choo choo;" the train had started. I ran for it, grasped a rail, but all the vestibules were closed and no one saw or heard me. The grade was down hill, the speed was increasing and I hopped off. The queer sense of loneliness that overtook me as I saw the last coach disappear still makes me creepy. My grip, zither and wraps were on that train. An old negro came to my rescue with a sympathetic "you shorely showed good sense, mistuh, by lettin' loose when you did. A man last week held on till the train got ten miles out—and he's in the hospital yet. What'll you do? Now don't you worry. I'll telegraph the Pullman office in Washington and they'll take care of your things. You jus' go over to that hotel and make yourself comfutable." "Oh, no," I said, "I'll wait here for the next train." "I wouldn't do that," he replied, "'cause the next train won't be through till two o'clock to morrow mornin'." So I went to the hotel, went to vespers in the afternoon, sang in the choir and met so many congenial people that I have often thought the adage "there is always a silver lining to the darkest cloud," is really the truth.

Gus Behmer represented No. 38 in St. Louis in 1904, and from him and Bob Mann of Buffalo I have often been told of the good

times these two big-built and big-hearted boys had during convention week.

I was Vice-President of the International during the years of 1905, 1906, 1907 and 1908, the conventions being held in Chicago, New York, Philadelphia and Boston, respectively, and was so intimately associated with what was done at these conventions that I will pass them without comment.

In 1909, back in the ranks, I attended the Kansas City convention, making my final report in the Cincinnati case and laying down my stewardship that had extended throughout four fateful years. Those who attended this convention will remember with me that we were accorded the warmest reception ever given an I. S. & E. U. delegation. It was 102 in the shade all week.

Robt. M. Thompson and Ed. A. Baker (now deceased) covered the meetings in Omaha and Detroit for No. 38 in 1910, and 1911, but in 1912 I was again in the harness as delegate from No. 38, and counsel for the administration at the crucial convention held in San Francisco which handled and disposed of the Chicago case. After the convention adjourned seven of my opponents in the principal proceedings of the week and myself were travelling companions for a week before reaching our homes. We went to Los Angeles, the Catalina Islands, back to San Francisco, then north to Portland, Seattle, Vancouver, Portal, St. Paul, and home. Of this trip, which was the most enjoyable I have ever had—and which really proved that we are brothers regardless of differences in heated debate—I could write a book, but will only mention two incidents. The first was the splendid time shown us everywhere, particularly by the Seattle Union, who literally shanghaied us when we arrived and kept us willing prisoners from Friday until Sunday evening, dining and entertaining us in royal style.

The other was my initiation into that great American institution, draw poker. I was a tenderfoot at cards and my apprenticeship began when we first left San Francisco. While it would be unfair to myself to reveal what I lost, you can believe me that I paid well for my instruction and that I learned slowly, if at all. On Sunday evening, when we left by boat for Vancouver, we all settled down to our interesting pastime, with the

## MORE POSITIONS

In 1900 no stereotyper wanted an Autoplate. In 1921 no stereotyper wants anything but an Autoplate.

In 1914 no stereotyper wanted the Wood Dry Mat. In 1921 a large part of the I.S. and E. U. membership want them, use them, and would not willingly go back to the steam table and the uncertainties of the wet mat. Soon Wood Dry Mats, like Autoplates, will be in universal demand among stereotypers.

The mistaken fear of stereotypers that dry mats reduce the number of positions is rapidly disappearing. Succeeding it is the knowledge that dry mats permit newspapers to grow rapidly, whereas the primitive wet mat process stunts growth and stifles progress. Anything that will speed production and make working conditions happier and healthier is good for the office and good for the men. The Wood Dry Mat does both and is a real benefactor. It cuts down production costs by saving print paper and fuel, and increases circulation by its saving of time and certain efficiency.

More circulation means more advertising, more presses, more plates to make and more men to make them,—therefore **more** positions.

The thinking stereotyper understands this, the unthinking stands in his own light, with his family in the shadow.

The Wood Dry Mat will help you if you will let it.

Wood Flong Corporation  
25 Madison Avenue NEW YORK

sole exception of Lou Crandall, whose hobby was taking pictures. It was a little past two in the a.m., and I had just been dealt a king-full on queens when Crandall stuck his head through a porthole and yelled excitedly, "come out, fellows, and see the beautiful sunrise on Puget Sound." I said, "To h——I with the sunrise; let's finish this hand," but everybody dropped their cards and made for the deck, leaving me 65 cents for the only real hand I had on the trip. But I did go up to see that wonderful sunrise, the most beautiful I have ever beheld. We were several miles from shore, the Sound was calm except for endless ripples from the June breeze blowing toward us that carried the ever-changing and variegated tints of the rosy dawn upon its bosom. A week earlier I had seen the splendour of the glorious sunset at the Golden Gate, but whereas the latter changed from crimson and gold to the reddish gray of twilight to fade away into star-lit darkness, the Puget Sound sunrise became brighter and lovelier until the white of the morning sun merged all the colors into one and a new day was born.

The convention of 1913 at Buffalo ; 1914 at Newark ; 1915 at Washington ; 1918 at Chicago, and 1919 at Denver all of which I attended as No. 38's delegate, or as Special Representative of the International Union, are so recent and have been so ably reported in our Journal that any views of mine at this time will be of little interest.

While a spirit of the lighter vein has animated the foregoing the serious side of convention work is ever in the background, and before I conclude demands more recognition. So I revert again to the meetings of 1899, 1900 and 1905, because of the achievements of these years. The initiative and pioneer work for all of this preceded perhaps but nevertheless took active shape at these first two conventions, the most important of which were our peaceable withdrawal from the I.T.U. and the preparation of a book of laws to govern our coming International Union. I often think that the men who so ably performed this splendid service are not sufficiently remembered. Particularly so when I hear some of our younger members complain with so little apparent cause. It may be well to remember what Samuel Gompers said in his address to our Buffalo

meeting in 1913 : "The eight hour day, good working conditions, higher wages and the ability to negotiate agreements with our employers have been handed to the younger members of trade unions upon a silver platter. They are enjoying all the benefits without having in the least contributed anything towards bringing these good things about." Of course we need the petulance and dissatisfaction of youth to keep us out of the rut of complacency, but it seems unfair that the men of twenty and twenty-five years ago, who gave the best that was in them, regardless of consequences, should be so soon forgotten.

Naturally the constructive efforts go on and on as they must in a real and live organization such as ours. This was shown in 1905 when our Journal came into being and other basic organization improvements were adopted. Because of subsequent events I recall one incident of this convention that should be recorded. The electrotypers delegates, all of whom were either molders or finishers, held their first caucus at the base of a monument in Lincoln Park in which the needs of their craft were discussed. I was invited to attend because of my official position at the time. The bulk of the debate was along craft lines relating to molding and finishing in which the floor work of both ends was regarded as purely incidental. However, the danger of floor men defeating a strike by going to the bench or press was also discussed. When my turn came I took the position that until the electrotypers adopted the sensible protective measure insisted upon by the stereotypers, limiting classifications to journeymen and apprentices, they would always be divided among themselves and make little permanent headway. It seemed to me that every step toward making an electrotype was skilled work and should be so rated. I fail to recall that my remarks made much of an impression at the time, but we have all lived to see the elimination of classification in electrotyping well on its way toward achievement, and I am sure every electrotyper will admit the general benefit of this regulation to the Craft.

Nothing has transpired during the sixteen conventions I have attended to dim the wisdom of holding our conventions annually,



**Greetings**  
FROM NUMBER THREE  
CHICAGO



arguments to contrary notwithstanding. I am just as anxious to "be there," meet old friends and have the opportunity of making new ones, take part in the debates, profit by the brotherly exchange of ideas both from a craft standpoint and that of a more perfect organization, participate in the splendid joy features (which have a practical use besides viewing the things never seen before), as I was in Detroit 22 years ago.

The next forcible reminder is the fact that a more enduring unity has emerged out of the years that are gone. Relating to laws I recall coming to convention with fifteen or more amendments and resolutions that I fully believed were necessary for the well-being of our organization. Looking back I can see that the convention having the smallest number of propositions to submit for referendum vote has been the best and busiest for it means that thought and argument have eliminated all questions except those worth while. A member observed to me when he received his ballot last fall, "Those fellows at Boston didn't have much to do if this is all I've got to vote on," and I replied that on the contrary it was evidence the convention had worked hard and attended to business, other-

wise more chaff would have come down with the wheat.

As to entertainments, perhaps my own experience has biased me somewhat, for I have always felt they are really necessary, not only because of the unsuspected talent revealed, but because we become boys again, come out of the shell of rut and routine and partake heartily of the good things spread before us. And as long as conventions are held these feasts and good times will be as necessary as the problems that face solution. Who that has ever attended a convention but will always remember the pleasant moments spent together banquet night, sight-seeing trip or local amusement? For every city has its individuality, and we do not become truly cosmopolitan and broadminded until we have tasted the hospitality so generously offered by the various unions.

When we open the faucets of memory it seems the more we take away still more remains, and so I could ramble on indefinitely. My only hope is that you will enjoy just a mite of the pleasure, which I at first thought impossible, it has given me to write a few reminiscences of past conventions.

## "WAYFIELD" PRODUCTS

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## ELECTROTYPERS

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GENERAL OFFICE AND FACTORY

638 FEDERAL STREET

CHICAGO, U.S.A.

New York Office:—ROOM 406, 154 NASSAU STREET



## CANADIAN NATIONAL EXHIBITION 1921 TORONTO

August 27—inclusive—September 10th

“THE HEART OF THE NATION”

“The World’s Greatest Annual Event.”

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264 ACRES OF EDUCATION AND INSPIRATION.

PAGEANTRY ON A MASSIVE SCALE—INCOMPARABLE MUSIC :  
ACRES OF MANUFACTURES—EIGHTY BUILDINGS.

America’s best live stock show—Tractor and Farm Machinery Displays—Government Exhibits—Fine Arts, Applied Arts, Graphic Arts—Educational and Welfare Exhibits—Motor Boat Races—Water Sports—National Auto Show—Automobile Racing—Trotting and innumerable other special features only to be seen here

43RD CONSECUTIVE YEAR.

MORE TO SEE, LEARN AND ENJOY THAN EVER BEFORE

## Prince George Hotel

TORONTO

Headquarters for Stereotypers  
and Electrotypers’ Convention

Delegates Visiting Toronto will find the  
“Prince George” a most desirable Hotel  
to stop at; convenient to the Shopping  
District and Theatres. Three Blocks from  
the Union Station.

EUROPEAN PLAN

E. WINNETT THOMPSON  
General Manager

TORONTO LOCAL No. 28

INTERNATIONAL BROTHER-  
HOOD OF BOOKBINDERS

extends cordial greetings to the  
International Stereotypers’ and  
Electrotypers’ Union, and  
best wishes for a suc-  
cessful Convention

*Greetings from*

Toronto Mailers’ Union  
No. 5

*To Delegates, Ex-Delegates  
:-: and visitors to :-:*

**21** in **21**

# Toronto

## "The Queen City of the Dominion"

BY

Courtesy of Toronto Harbor Commissioners

**T**ORONTO, the capital of Ontario, and the seat of the Provincial Government, is the second largest city in the Dominion of Canada, and the twelfth largest city on the North American Continent. It



CITY HALL, TORONTO.

is situated on the north shore of Lake Ontario, about thirty miles due north of the mouth of the Niagara River, occupying the entire front of York Township, with a width of ten miles from east to west and extending back from the waterfront seven miles at its widest part.

At the extreme west of the city is the Humber River, a great holiday resort, navigable for canoes and small craft for about two miles from its mouth.

Cutting through the city from its easterly end is the River Don, which empties into Toronto Harbor.

It is one of the handsomest residence cities on the continent. Its beautiful avenues and miles of well kept pavements, its universities, libraries, public buildings, hospitals, churches, schools, residences and 1,900 acres of well cared for parks give it an attractiveness to be found in few cities and have justly earned for it the titles of "The Queen City of Canada," and "The City of Beautiful Homes."

The name "Toronto" is of Indian origin, signifying "Place of Meeting." It was first assigned to its present locality in 1749, when the French built a fortified trading post on the lake front, the site of which now forms part of the Canadian National Exhibition Grounds. It was named "Fort Rouille" after the French Minister of Marine, but was more generally known as "Fort Toronto" and was so marked on the maps. In 1793 John Graves Simcoe, the first Lieutenant-Governor of Upper Canada, selected Toronto as the site for the capital of the new Province and seat of Government and re-named it "York," by which name it was known until 1834, when it was incorporated as the City of Toronto. From this last date to the present time its growth has been phenomenal, having doubled its population seven times in 86 years.



ONTARIO PROVINCIAL PARLIAMENT BUILDINGS,  
QUEEN'S PARK, TORONTO.

Electrotypes  
No. 36

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ST. LOUIS, MISSOURI

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Stereotypes  
No. 8

The city is governed by a Municipal Council consisting of the Mayor and four members forming the Board of Control, all elected annually by the citizens at large, and twenty-four aldermen, elected annually, three from each of the eight wards. The Council as a whole is the legislative body of the Municipality and carries on its work through standing committees. The Board of Control is the Executive Body and as such is responsible for the preparation of the annual estimates and the supervision of matters relating to finance, the appointment of officials, the carrying on of the public works authorized by the Council, and the general administration of the affairs of the city, except as to the

over \$1,250,000. The main firehall and headquarters are situated on Adelaide Street. There are 29 other halls, also 6,645 hydrants and a fire alarm telegraph system with 528 boxes, indicated at night by a red light.

It is the financial centre not only of Ontario but of English speaking Canada. Of the eighteen chartered banks in Canada fourteen are represented in Toronto; eight of these and eleven trust companies have their head offices here, together with 196 branches and 72 agencies.

It also ranks among the largest commercial centres on the continent; its bank clearings represent more than one quarter of the total bank clearings for the Dominion of Canada.



HARBOR FRONT, TORONTO.

Departments of Education and Police, the former being under the control of the Board of Education, consisting of eighteen members sixteen elected annually, two from each of the eight wards and two appointed by the Separate School Board, and the latter under the Board of Police Commissioners, which consists of the Mayor, by virtue of his office, a county judge and a police magistrate.

Toronto secures its water from Lake Ontario. The total pumping capacity of the water-works plant is 196,000,000 gallons per 24 hours and the average daily consumption is 62,490,000. It is pumped into slow sand and mechanical filters, which have a daily capacity of 100,000,000 gallons, and delivered to the citizens through 587 miles of water-mains.

One of the best fire departments to be found anywhere on the North American continent is located at Toronto; the annual cost of its equipment and operation averages well

It is the greatest manufacturing centre in the Dominion, having 2,835 manufacturing establishments with an invested capital of \$392,945,178, employing 106,128 hands, paying a yearly wage of \$105,509,178, using, in the manufacture of goods, raw material to the value of \$266,580,781, and producing goods to the value of \$506,429,283, being more than one-seventh of the total output of the Dominion.

It is a great publishing centre, and has six daily papers, fifty weeklies, twenty semi-monthlies, seventy-six monthlies, eight quarterlies, and one directory company.

It is the centre of a system of Good Roads, foremost among them, the Toronto-Hamilton Highway, noted as being the finest inter-urban highway on the continent. Paved and macadam roads, especially adapted to motor-ing, run to the border towns of Niagara Falls, Bridgeburg, Sarnia and Windsor, while other roads run north and east.

*Greetings*

*to*

*The International  
Stereotypers' and  
Electrotypers' Union  
in Convention Assembled*

**The Globe**

*Canada's National Newspaper.*

**Largest Morning Circulation  
in Canada**



Toronto is served by three transcontinental railways and is the headquarters of the Canadian National Railways, and the Hydro



PRINCE EDWARD VIADUCT, TORONTO.

Electric Power Commission of Ontario, the two outstanding public ownership ventures on the continent. The latter provides the City of Toronto with electrical power from Niagara Falls at the rate of \$17.00 per H.P., for manufacturing purposes.

The Hydro Electric Power Commission have recently purchased the Mackenzie interests, consisting of the Toronto Power Company, the Toronto and York Radial Company, the Schomberg and Huron Railway Company, the Toronto Electric Light Company, and the Toronto and York Radial Company. The capacity of the power plants referred to above, combined with those already owned and those under construction, give the Hydro Electric Power Commission the control of approximately 1,000,000 H.P. of electrical energy.

This coming September the city is to purchase the Toronto Street Railway and those portions of the radial lines included in the above purchase which lie within the city limits.

No other city in the world affords so comprehensive an opportunity, to children for free, practical education. Ninety-eight public schools, thirty-seven separate schools, nine collegiates and the Commercial and Technical High Schools place Toronto in the forefront in all matters educational. In addition to this, the University of Toronto, which is the State University, with its 5,949 students and staff of 526 professors, is the largest institution of its kind in the British Empire.

Toronto is the musical centre of Canada ; it has four conservatories of music, two of

which are affiliated with the University of Toronto, and confer musical degrees. It is also the home of several famous choirs, among which are the Mendelssohn and the National Chorus.

As a recreation centre Toronto not only surpasses other cities but affords greater opportunities for enjoyment than can be found elsewhere. It is a great tourist centre and the gateway of nature's "Wonderland," the Muskoka Lakes and Highlands of Ontario. Immense passenger boats, making three round trips daily, ply between Toronto, Niagara, Lewiston, Queenston and Port Dalhousie, making direct connections with electric railways for Queenston Heights, Niagara Falls, St. Catharines, and Buffalo, while ferries run continuously to and from the different parts of Toronto Island, one of the largest municipal recreation grounds in the world.

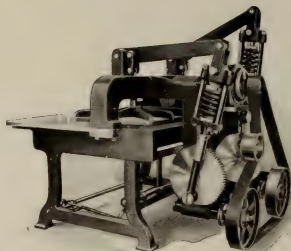
Passengers arriving by steamers are immediately struck with the comprehensive scheme of development now being carried out by the Toronto Harbor Commissioners at a cost of \$25,000,000. Nearly 1,000 acres of land have already been reclaimed and industries are springing up on land which, a few years ago was open water, notable among these, the Canadian branch of the Baldwins' Limited, of Swansea, Wales, the largest tinplate manufacturers in the world ; several million dollars are being expended on buildings and plant which, when completed, will employ 5,000 hands and have an annual output of 200,000 tons of tinplate.



GOVERNMENT HOUSE, OFFICIAL RESIDENCE,  
LIEUTENANT GOVERNOR OF ONTARIO.

Twelve miles of permanent concrete docks are being constructed providing for a navigable depth of 30 feet.

# The Duplex Mechanical Compressor Matrix Drying Table



## The Old Way

- 1—A 5 H.P. electric motor driving
- 2—An Air Compressor. The air collected in
- 3—An Air Tank. Through pipes and valves the compressed air operates the pneumatic compressor of the
- 4—Matrix Drying Table.

## The Duplex Way

- 1—A 2 H.P. electric motor operating directly the mechanical compressor of the
- 2—Matrix Drying Table.

The illustration above shows the **entire** self-contained compressor. The heavy springs "follow up" automatically as the mat shrinks. More economical of electric power and floor space. No piping or leaky valves. A slight pressure on the treadle operates directly the **entire** mechanism.

## The Duplex Printing Press Co.

*Main Office and Factory,  
Battle Creek, Michigan.*

*New York Office,  
World Building.*

Park and recreational areas are also being constructed along the Lake Shore at the east and west ends of the city, and a Boulevard Driveway is being built across the entire lake front of the city, a distance of 12 miles.

Toronto covers an area of 40 square miles, seven of which are water. It has

121,311 buildings of all kinds.

1,802 streets with a total mileage of 531 miles.

385 miles of which are paved.

145 miles of electric street railway tracks.

567 miles of sewers.

45,720 electric street lights.

96,616 telephones.

146 High, Public and Separate Schools

13 Private schools.

91 Standard hotels.

9 Public hospitals.

65 Private hospitals.

**T**HE Hospital for Sick Children had its beginning in the year 1874, on the 19th of December, when the first subscription of \$20.00 was received for the founding of a Hospital for Sick Children. One nurse and six cots were established at No. 31 Avenue St. Well may it be said, "That from small beginnings what mighty works are accomplished."

Through the life work of the late John Ross Robertson, from this humble beginning there has been completed the most perfectly equipped Children's Hospital on this continent. On Monday, June the 10th, 1889,



SICK CHILDREN'S HOSPITAL, TORONTO.

the first sod of this splendid institution was turned by Master Irving E. Robertson (son of the late John Ross Robertson). The work has so increased year after year that its accommodation is being tested to the fullest capacity. To-day there are 150 nurses on the staff. Last year 45,917 children were admitted and treated. Children were received from 289 places outside of Toronto. The daily average of children treated being 132. The Hospital has no endowment fund, and is maintained entirely through contributions of the people.

### ***:-: ENTERTAINMENT PROGRAMME :-:***

#### **Monday July 18th.**

Afternoon,

Seeing Toronto.

Evening,

Reception, Prince George Hotel.

#### **Tuesday 19th, Hamilton Day.**

Excursion and Picnic to Wabasso Park (Hamilton).

#### **Wednesday 20th.**

Evening,

Scarboro Beach Park.

#### **Thursday, 21st.**

Evening,

Banquet, Prince George Hotel.

#### **Friday, 22nd.**

Evening,

Centre Island Park.

Other entertainments, arranged by the Ladies' Auxiliary will be announced from day to day.

# THE TORONTO DAILY STAR

EXTENDS A CORDIAL WELCOME TO THE  
STEREOTYPERS' AND ELECTROTYPERS'  
UNION, AND TRUSTS THAT THEIR ANNUAL  
CONVENTION IN TORONTO MAY BE THE  
PLEASANTEST AND MOST SUCCESSFUL IN  
THE HISTORY OF THEIR ORGANIZATION.

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**THE TORONTO DAILY STAR**  
Circulation 103,000

**THE TORONTO STAR WEEKLY**  
(Sunday Edition of the Daily)  
Circulation 126,000

# Quo Vadis

Which being 100% Americanized means "Where Do We Go From Here."

BY

CHAS. A. SUMNER

**T**HESE are times that try men's souls. Everything is having to stand the test of efficiency and to justify its existence by its works. The whole world is in ferment and no institution, creed or custom is sacred from the cruel tests of the inquiring and restless minds of the day.

It is well that this is so. Every business should "take stock" occasionally, and all frauds, incompetents and four-flushers either exposed or suppressed.

The labor unions are not immune from this necessity. They should not want to escape being weighed in the balance or of having their real worth to society appraised.

These great upheavals of society are apparently God's way of calling everybody and every group to account.

Organized labor just now is being assailed, attacked and appraised as never before. Our methods and ideal, our intelligence, understanding and consecration are all being called into question and we are being put to the test. Whether we like it or not we have to meet the issue.

So far as I am concerned since we apparently haven't the inclination or power to appraise ourselves and slough off the obsolete and out-lived methods on our own initiative, I welcome this forced "show-down" while at the same time regretting that we are not better prepared.

We can stand a pretty rigid inspection at that. We have not always lived up to our best ideals and we have sometimes misconceived our best interests, but on the whole what a glorious record we have of real achievement for the protection and advancement of the working class "of themselves, by themselves and for themselves."

During these social upheavals the natural tendency is to "slip the bridle" and run wild.

Slow and steady wins the long race.

Those of superheated imagination and little actual experience feel that if labor would only solidify and stand united as a whole and let them lead it, it would be all over with oppression and wrong and mal-adjustment. The I.W.W. and the O.B.U. are the thing, say they. Do away with craft unionism and organize industrially. What we need is concentration of power and the constant menace of organized force to make the capitalist class surrender, etc., etc. How they can justify force in the face of the recent World War is beyond my understanding.

My own humble opinion from what I have observed the last few years is that we have more power now than we sensibly know how to use, and that strength is always dangerous in the hands of the unintelligent, inexperienced or self-ambitious. Solidarity and all these improvements in form of organization and methods will come when our intelligence is trained to use democratically in support of ideals without the use of coercion or force.

What we need, my brethren, is INTELLIGENCE, a rebirth of ideals and a consecration of self to service for the common good. Let us learn better how to use the power we have before we possess more.

"New occasions teach new duties." Old methods are fast becoming obsolete. The strike is permissible until we are granted the right of "collective bargaining;" after we have the right fully established and recognized the strike is unjustifiable.

It is true, we are too often handicapped through lack of experience and ability to hold our own with the employers across the table in a contest of wits, but let us welcome the opportunity and do our best and get busy developing our mentality and business acumen so that the next time we may do better.

# ELECTROTYPERS

AND

# STEREOTYPERS

You are invited to visit the largest and  
best equipped

## METAL MANUFACTURING PLANT

in Canada

ELECTROTYPE

STEREOTYPE

SOLDER FOIL

IMPRESSION LEAD

AND

ALL NEWSPAPER METALS

The Canada Metal Co. Limited

TORONTO  
MONTREAL

WINNIPEG  
VANCOUVER



Don't let us spoil our opportunity to get this necessary training by quitting "cold" on the job.

If we exercised our brain as much as we do our muscles we would be wonders; and with the opportunity to match wits with the employers and in a cause so just we shall soon surprise both them and ourselves with our rapid development. This method pursued through one generation and the world is ours.

"Man lives not by bread alone." Unless we have ideals and struggle to attain them what good is the improvement of the mere animal existence anyway? "Through adversity to the stars."

How many union men understand what the labor union movement comprehends? If it meant simply the increasing of pay and the shortening of hours I would not be interested. These are means only to an end. Through these means we are permitted "to live and to live more abundantly." Through the shortening of hours of labor, increasing of pay, the improvement of shop conditions and better housing (we can afford to live in better houses, the old houses still exist for the less fortunate); we have lengthened the life of the average stereotyper and electrotypist more than eight years since 1904 (see the vital statistics in my annual report). More of our children are out of the shops and factories and in the schools. What does this mean to the next generation? We see the sun more—and the great out-of-doors—which expands our souls and inspires our minds to nobler aspirations. We learn to appreciate good music and good pictures; find time to read the newspapers and magazines until unconsciously we come to like something besides sports and "booze," while not losing our love for sports. All this makes for wholesome life and self-respect, self reliance and the respect of others.

If all this does not result from the success of the labor unions then the labor unions have got to die or civilization itself will die. If I did not devoutly believe that the labor union possessed the vitality and vision to accomplish these results more quickly than any other institution now known, I would quit my activity in the labor movement and get busy in the institution of more promise.

The ordinary union man lays entirely too much stress on his "rights," and far too little on his "obligations." How many union men have quit their jobs whenever it suited their fancy without any thought of the position in which their act put the union? They overlook the fact that "collective bargaining" carries with it the obligation on the part of the union to cover the jobs contracted for and that they must remain at work until relieved by the union. They are under no particular obligation to the employer, but the Union certainly is, and they should realize that it is only through the acts of its members that the Union can function. They do not hurt the employer so much as they hurt the union.

The Union, just like a person, develops character, establishes reputation and standing according to the manner in which it, acting through its officers and members, lives up to its responsibilities and obligations and generally conducts its business. It is known for its courtesy, geniality, efficiency and integrity, wisdom and ability by the acts of its members; or it is known for its irresponsibility, slovenliness, dirty, filthy, rough-neck tactics and behaviour, or a mixture of both, by the same token, according to the personnel of the membership.

"Cleanliness is next to Godliness." It often embarrasses me when visiting the different shops around the country to note the dirt and dust and the generally unkempt appearance of too many of them. I know the man who can work under those shop conditions (if within his power to prevent them) has a long way to go before his capacity to live equals his ambition for him.

Every member should try so to conduct himself that he adds to the sum total of our assets instead of being carried as one of our liabilities. Self-respect, if you know what I mean, is the greatest possession of man. May we all learn to be masters of ourselves, assets to the union and train our natures to put the emphasis on love for our fellow man instead of hate for our employer. Collective love will conquer all things and is the only thing that can usher in that day when all mankind will acclaim in unison, "Peace on earth; goodwill toward men."

# New Extension of The Evening Telegram

## MAILING ROOM

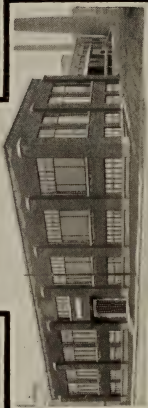


## PRESS ROOM



Monday, April 4th, 1921  
this new building was opened  
and the first complete paper  
was run off the new press.

The new press installed at  
the Dupont plant is a super-  
speed 3 roll Hoe machine  
capable of running off 40,000  
forty page papers per hour.



From a total circulation of  
106,514 there are printed and  
distributed from the Dupont  
Street plant over 35,000 each  
day.

## NEW BUILDING

All plates are cast in the  
Stereotyping department of  
the new plant from matrices  
sent by fast motor from the  
main plant on Bay Street.



## STEREOTYPING ROOM



## OFFICE

# The Canadian National Exhibition

BY

CORYELL McCANN.

**O**VER forty years ago some public spirited Toronto men conceived the idea of developing the local agricultural show into a provincial and finally into a national exhibition of a widely diversified character on the lines of a permanent annual World's Fair. The big idea triumphed and now as each year rolls by there is gathered at the Canadian National Exhibition, a collection of exhibits that touches every phase of our industrial and social life. The Canadian National Exhibition is symbolical of one big community, or, more correctly speaking, it is a combination of hundreds of small units representing all branches of society, all lines of thought, all industries, all efforts and all achievements. It is a school for the adult and the child with a curriculum as broad as the Dominion. City and country come together here and the conflicting elements of agricultural, industrial, social, and commercial life are reconciled. Strangers come and learn more in a few days sightseeing than in a year of travel. The Exhibition is Canada's show window.

Unlike many of the World's Fairs of the past, there is found here very little of the bizarre, the garish or tinsel in the architecture or decoration of the 80 odd buildings that are pleasantly situated in the broad acres of Exhibition City, which at other than Exhibition time is one of the most beautiful public parks in a city noted for its park system. One finds no showy mushroom buildings here. Wrought in stone, brick, concrete, and steel, the massive buildings command admiration through the impression they give of permanence, not of gaudy outdoor show. They are not dazzling, shimmering and scintillating. They are all the more imposing for that. While sequin is

conspicuous by its absence it should not be inferred from what has been said that the architecture of the buildings is severe and forbidding, for it is anything but that. Cupolas, minarets, spires and domes lend the Exhibition a bizantine aspect at once inviting and impressive. Facades and contours are anything but prosaic or conventional. The buildings look what they are—vast show cases of a nation's product of factory and farm, mine and stream, lake and forest, school and ocean, studio and office.

Splendid as has been the mutation into the concrete of that great and enduring concept that gave the Canadian National Exhibition birth in 1879, it is but an earnest of the future. Before another year rolls by a Live Stock arena, second to none in the world, will be erected on the grounds at a cost of over one million dollars, as the first step in a scheme that has occupied the attention of architects and town planners for many months and which when completed will have added to the civic investment many millions of additional dollars.

Last year during the thirteen days it was open, 1,152,000 people visited the Annual World's Fair. The daily average was over 86,000 and on the record day 196,000 passed through the gates. Thus even the records of many World's Fairs for a similar number of consecutive days were eclipsed. Careful investigation shows that the visitors represented thirty States, all the Provinces of Canada, the South American Republics, Australia, New Zealand, the British Isles and several European countries.

The Exhibition is an example of what public spirit can do, aided and abetted by the business instinct. It is not a joint stock company; its members and directors have no interest in its progress save a desire to

The  
Rapid Electrotpe  
Co., Limited

.....

EXTENDS a cordial  
invitation to all  
delegates attending the  
International Stereo-  
typers' & Electrotypers'  
Convention to visit  
their Toronto Plant.

.....

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encourage agriculture, industries, the fine arts and the sciences and to provide instruction and wholesome entertainment to its patrons. All profits must be turned over to the City and applied to the tax rate. The Directors receive neither pay nor reward, except the gratification of seeing their efforts year after year crowned with success. "Education—not profits"—is their motto.

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grounds and plant are valued at an additional five millions. Exhibition City extends for nearly a mile along Lake Ontario, almost in the heart of Toronto. International in aim and scope its prize list and exhibit spaces are open to the world. Approximately six hundred thousand dollars is spent annually in staging and arranging, of which one hundred thousand is paid out alone in agricultural premiums and for the stimulation and dissemination of agricultural education.

It is famed for its picturesque site, elaborate displays, beautiful grounds, permanent stately buildings and its gorgeous night spectacles, which with their fifteen hundred



ENTRANCE TO EXHIBITION PARK, TORONTO.

to the people. What the eye sees and the ear absorbs at the Canadian National Exhibition is not easily forgotten. It does a work vital to the welfare of the community and spreads its salutary influence throughout the Dominion. It has common sense and the competitive impulse at its root. It is something stable and enduring, a permanent institution increasing in size and influence with the prosperity of the country, annually recurring, as much expected as the seasons.

In its growth and history the Canadian National Exhibition reflects the prudent, conservative virtues and the progressiveness of its native city. It began modestly, it expanded cautiously but surely, and in the 43 years of its history it has accumulated buildings worth three million dollars, while

performers, and fifty thousand dollar stage setting have all the color, pomp and romance of the Orient and the gaiety of a Mardi Gras. It is opened each year by some outstanding empire figure, H.R.H. the Prince of Wales presiding over that important function in 1919. It starts each year the second Saturday before Labor Day, and extends into September, thirteen days in all.

Exhibition City is a self-contained community of ten thousand permanent residents during the Fair period; its roads and walks are paved; it has its own power and light plant of eighty thousand lamps, its own Bank, Customs House, Post Office, Telegraph Exchange, Police Station, Creche, Hospital and Fire Hall.

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permanent Exhibition plant in existence, the Directors envision a future of even more wonderful promise and are planning years in advance. Since 1914 the attendance has increased fifty per cent, while the receipts have more than doubled. Add to this the certain growth of the Dominion, the vastly improved Radial and other transportation facilities promised for the near future, and the management feels that it has sufficient reason for laying the foundation for a greater plan of expansion and development. The scheme involves the reconstruction and re-arrangement of the entire plant at a tremendous cost, a definite intelligent objective being

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EXHIBITION PARK, TORONTO.

aimed at in steps so gradual as to not dislocate the continuity of the Exhibition.

The grounds comprise at present two hundred and sixty-four acres. The new plan provides for an addition of approximately seventy acres west and on the south, the latter by means of a fill extending out into the Lake. On the south will be the Boulevard drive, a drive which will be to Toronto what Riverside Drive is to New York.

Within the grounds the new avenues provided for are even broader than the present splendid thoroughfares, while new buildings will be so arranged as to give the impression of an organic whole that one obtains from the great plans of Europe. Focal points, vistas, and informal park spaces have been arranged

make Toronto their annual rendezvous during Exhibition period find hospitable reception. Toronto is proud of its big Institution and the spirit which has made the Great Fair a success has had its effects on the entire population. There is no maelstrom of humanity ; it is a healthy current of travel ; there is room for everybody because Toronto is used to a large annual access of population ; the railways handle them ; the city swallows them up and the walls do not budge. Nobody falls among thieves. The Fair is part of the life of the City, a matter of Civic and National pride and energy.

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	ATTENDANCE.	RECEIPTS.
1914	762,000	\$336,150
1915	864,000	356,502
1916	910,000	434,323
1917	917,000	492,733
1918	946,400	513,137
1919	1,201,000	774,550
1920	1,152,500	775,077

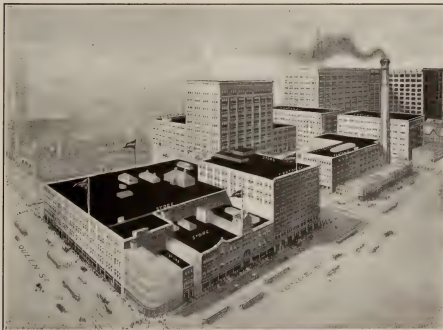
Admission .....	25 cents
Annual Cost of Staging .....	\$600,000
Prize List .....	\$75,000
Value of Buildings and Plant .....	\$3,000,000
Value of Grounds .....	\$5,000,000
Record Attendance .....	1,201,000
Record Day's Attendance .....	196,000
Held Annually for .....	42 years
Area of Park .....	264 acres
Extent of Lake Front .....	1 mile
Indoor Exhibit Space, Sq. Ft. ....	750,000
Grand Stand Seating Capacity .....	16,800
Grand Stand Standing Room .....	8,000
Grand Stand Length, Ft. ....	725
Stage and Scenery, Length, Ft. ....	800

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Art Gallery .....	7,084
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# Labor Legislation in Canada

BY

TOM MOORE,

President, Trades and Labor Congress of Canada.

**T**HERE have at all times been paternalistic people who were anxious to do something for the masses, but the success of any movement dates from the time that the masses decided to do something for themselves.

In the year 1884, the organized workers of this Dominion decided to form a Federation to be known as the Trades and Labor Congress of Canada, and to have for its purpose the furthering of legislation, Provincial and Dominion, for the betterment of the workers. This is concisely stated in the preamble to the Constitution, which reads :

"Whereas it is expedient that an organization shall be effected for the purpose of promoting legislation in the interest of organized labor in the Dominion of Canada ; therefore, be it resolved, that we, the representatives of Organized Labor in the Dominion of Canada, assembled in convention, form ourselves into a body to be known as "The Trades and Labor Congress of Canada," for the purpose above specified."

It is not intended to give a chronological review of all the matters which have come within its scope during the past thirty-seven years of the existence of the Congress, nor yet to claim that all legislation of benefit to the workers has been secured by the efforts of the Trades and Labor Congress, but it is nevertheless true that almost all the labor legislation on the Statute Books of the Provinces or the Dominion will be found to have been the subject of resolutions dealt with at

the annual Conventions of the Congress prior to the legislation being enacted.

In the forefront of labor's demands has always been placed those relating to education. Knowledge is essential to true progress and we find the Trades and Labor Congress of Canada making continual requests for the raising of the school age, compulsory attendance, free text books and the opening of the doors of the colleges and universities to the children of the workers. Educational matters come within the jurisdiction of the provinces and much progress has been made towards the attainment



*Tom Moore*

of our requests. The Dominion Government have also been prevailed upon to aid in furthering technical education. In 1909 a commission was appointed, on which a Vice-President of the Trades and Labor Congress was given a place, to investigate educational conditions throughout Europe and the United States. Based on the report of this Commission an Act was passed in 1919 providing for the co-ordination and standardization of provincial efforts under the direction of a Dominion Department of Technical Education and the sum of \$10,000,000 appropriated to be spent during the succeeding ten years in aiding the provinces to carry out this work.

Immigration Laws have continuously received attention. The restriction of Chinese and other Orientals has been dealt with from time to time, and at present the organized Workers are suggesting the elimination of the head tax and the substitution of restrictions which would prevent the admission of Orientals, limiting the number so that it would

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**Stereotypers' and Electrotypers' Union**  
OF NORTH AMERICA

never exceed one per cent. of the total white population of the Dominion.

The exploitation of foreign workers by false advertisements in Great Britain and European countries is still a subject of protest and our present legislative programme includes demands which will eliminate the present unsatisfactory condition which is a menace not only to the workers already in Canada, but also to those who are induced by misrepresentation to break up their homes in the older countries and migrate to Canada to take up jobs which do not exist.

Legislation protecting the health of the workers is to be found in all provinces and in 1919 we were successful in inducing the Federal Government to pass legislation creating a Federal Department of Health. Through this Department the efforts of the provinces are co-ordinated, noxious drugs controlled, investigation made as to occupations which are dangerous to health, child welfare work initiated, etc.

Under health matters in the provincial field also can be classed the many improvements to the factory laws dealing with the limitation of the hours of labor for women and children, the ventilation and sanitation of factories, etc.

Other protective legislation in which the workers have always taken a leading part include Compensation Acts, Minimum Wage Laws, Allowances for children of widowed mothers and many other similar measures. These are all of provincial application and are as yet far from general application throughout the Dominion. The Compensation Acts are most advanced in this respect. All provinces have some form of Compensation Law, and with the exception of Quebec and Saskatchewan, Private Insurance has been abolished and State Funds substituted, thus enabling the workers to receive the full benefits of the awards without dissipation by legal costs.

Free Employment Bureaus have been established in most of the Provinces, and their efforts co-ordinated through the formation of a Dominion Employment Service Council on which the Trades and Labor Congress of Canada have two representatives. Efforts are being made at the present time to secure the complete abolition of Private Employment Agencies.

Canada took an active part in the formation of the Labor Section of the Treaty of

Peace. Mr. P. M. Draper, Secretary-Treasurer, Trades and Labor Congress of Canada, was present in Paris at that time as labor adviser to the Dominion Government representatives. Section 13 of this Treaty provides for the establishment of the International Labor body charged with the work of securing improved labor legislation in all countries members of the League of Nations. Two annual conferences of this body have been held, one at Washington in 1919, and one in Genoa in 1920, at both of which Canadian workers were represented through the Trades and Labor Congress.

Briefly, the declarations of these Conferences called for the establishment of a maximum eight hour day, the regulation of employment and protection against unemployment; protection of women in industry before and after child birth; elimination of night work of women and children; the fixing of a minimum age at which children should be admitted into industrial employment; the establishment in all countries of State Employment Bureaus; the elimination of Private Employment Agencies and regulation for the protection of workers in dangerous industries.

Very few of these measures are yet of general application in Canada excepting that relating to Employment Bureaus. The question of the eight hour day has been a subject of keen controversy as to whether it comes within the jurisdiction of the Dominion or Provincial Governments. The Dominion Government has definitely declared that this should be Provincial legislation except so far as it could be applied to Dominion Government works. The different provinces have not, however, shown themselves very willing to accept the responsibility of passing this legislation, the statement generally being made that it would place the province enacting such legislation at a disadvantage with that of the neighboring province.

Legislation dealing with Industrial Relations is to be found on the statutes of both the Provinces and the Dominion. The most commonly used legislation of this nature is the Industrial Disputes Act. This legislation met with opposition from the organized workers from its inception, but with amendments clarifying its intent and modifying some of the objectionable features and also

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with improved administration of this Act the calls for its repeal have ceased and to-day the workers would be prepared to accept its extension to industries not at present covered by the Act, subject to further amendments eliminating certain penalty clauses which have never been found possible of enforcement.

The purpose of the Congress in framing its legislative programme has always been to make possible further improvements through trade union organization and in this regard efforts have been made to secure protection by registration of union labels, encouragement of the development of public ownership and management of public utilities, and the prevention of the passage of laws which would limit the freedom of association amongst workers and interfere with the legitimate activities of trades unions.

Successful labor legislation can only be obtained when those outside the organized labor movement are made fully acquainted

with the needs and purposes of such legislation. The Trades and Labor Congress of Canada has proved the proper medium of this. Its annual conventions have become known as "the Workers' Parliament," when gathered together, from all parts of the Dominion, the organized workers have met in session and decided what further legislation was necessary for the common good. These decisions have then been presented to the Dominion or Provincial Governments by its Executive and publicity given to the reasons for such requests by the Trades and Labor Councils and affiliated local unions throughout the entire Dominion. As the affiliations to the Congress grew in number so has its influence increased until to-day the Trades and Labor Congress of Canada—the legislative mouthpiece of the organized workers of this Dominion—is recognized as one of the great social forces working towards the establishment of a higher standard of citizenship.



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# The Michigan State Federation of Electrotypers' Unions

BY

OTTO JAMES

**W**E read from time to time essays or articles on the value of co-operation not only between ourselves but with our employers. But seldom do we see these theories put in practice. In view of this fact and in order to bring about closer affiliation and a better understanding of the value of co-operation among our membership in the State of Michigan, there was formed at Kalamazoo, Michigan, on October 23rd, 1920, an organization to be known as the Michigan State Conference of Electrotypers' Unions.

Believing that the membership will be interested, I will attempt to give a brief outline of its aims and objects. The preamble of its constitution is as follows :

"Its object shall be the promotion of all movements for the improvement of conditions of employment of union electrotypers. Active work for extending recognition and use of all union labels and particularly the union label of the I. S. & E. U., and earnest endeavor to secure and promote publicity of the proper sort for union endeavors and purposes ; and in general active co-operation with the officers of the I. S. & E. U. in carrying out the policies of the I. S. & E. U."

Working conditions, and the study of methods for securing uniform working hours and shop practices.

Investigation of health conditions in the different establishments where our members are employed.

The securing of uniform apprenticeship laws, and to see that the apprentice is properly trained.

And in general a thorough discussion of all matters pertaining to the Craft in general, believing as we do that a full understanding of the needs of each local is not only of vital importance to ourselves, but will be of great assistance in obtaining better conditions among the Craft.

It is a fact that by means of the conferences we have laid the foundation of mutual helpfulness and more prosperous conditions.

I am sure that if the plan of State Conferences was put into effect in other States it would be of great assistance to the smaller locals in obtaining a better understanding of the needs of one and all, and above all of great assistance in carrying out the policies of our International officers.

Our State Conferences in Michigan will be effective in presenting to the employer from time to time the viewpoint of the members in his employ. As I feel that while the employer may have learned much from a scientific study of the selling end of his business, it is necessary he should study the conditions that exist in his foundry, and it is through our State Conferences in co-operating with the employers to the extent of presenting our view point and also give careful consideration to the problems that confront the employee. The result is such that the old feeling of distrust and suspicion is fast fading away, and a spirit of thorough understanding has been reached.



OTTO JAMES



GRAND PLAZA, EXHIBITION PARK, TORONTO

# The Eight Hour Day and the Forty-four Hour Week

BY

P. M. DRAPER,

Secretary, Trades and Labor Congress of Canada.

T

HE big end of man is his brain. That differentiates him from other animals. If the mind grows, the man rises. If it does

not grow, the man remains in the class of the dog or horse—behind the horse, because the horse has so much more muscle.

The point as regards the length of the working day is whether it pays mankind to keep a man in the horse class or get his brain going.

Work an average man ten hours a day, and you get the horse end, and only that, and you ensure that nothing more will ever be got from him, and probably little more from his sons. What is a man fit for when his daily ten hours of work are over? Except in the youth or early prime of life, he will not at the end of his toil have the desire, nor if he have the desire will he have the vitality to turn himself to anything but the brute desire to eat and sleep. He lives and dies a clod, and it will be strange if his neglected boys are any better. The old world rolls along with its human freight of dullness, ignorance and misery, and it has derived no good nor is anybody the better for the God-given intelligence which lies dormant in such generations of men. All that the world gets is muscle of two-legged animals that in proportion are among the weakest physically of creation.

That is the meaning of excessive manual labor. One man in ten thousand may get out of the rut. Nothing can keep down an Elihu Burritt, the "learned blacksmith," who masters twenty languages, or a Hugh Miller,

the stone-cutter, who comes to teach college professors geology. But it is the average man you must reckon with in your rules and regulations, and for him not only ten hours but nine are too much, if we look for the betterment of the conditions of humanity at the pace every generous mind must wish. The argument that applies against ten hour day applies in but less degree against nine hours.

If man's brain is to tell, you must give man a chance. You must give him hours of work which will leave him surplus energy. At the same time, he must be able to earn enough to get good food and a decent

home for wife and children. He must be on such a basis that he can respect himself, that he can have some pride, that his family can respect him and themselves, that they can have some pride which means a spur to self-improvement. You must get the man out of the horse class, with its beginning and ending in hay and oats.

An ounce of brain is worth a ton of muscle and I think it fair to say that history shows that it is only a question of time until the nations whose working classes are on a liberal basis of hours and pay permitting of expansion of mind and body both, pass ahead of nations whose working classes remain worse off. This argument might be carried too far. Some one may say that if a working day of eight hours is better than one of nine or ten, a four or five hour day is better than an eight-hour one, and that if a five dollar wage pays a country better eventually than a three



*Answer,*

Greetings from  
Chicago Stereotypers' Union  
No. 4

WM. HOOD, President.  
J. RAINVILLE, Vice-President.  
W. ANDERSON, Rec. Secretary.  
CHAS. GLANDER, Sec.-Treasurer.

TRUSTEES : WM. KENNEDY.  
A. F. BROWN.  
J. RAINVILLE.

Compliments  
*of*  
Cincinnati



Number  
FIVE

COMPLIMENTS  
OF  
Stereotypers' and  
Electrotypers'  
Union No. 6



Kansas City, Missouri

dollar wage, the community would do well to insist on every working man getting a hundred dollars a day. It would be as fair to argue that because it pays a boy to stay at school until he is sixteen, it would pay him to stay there until he is sixty. There is in all things a limit at which the subject aimed at by intelligent means is attained, and beyond which it would be folly to push the process.

In cold weather it is a good thing to start a fire in the stove, but you are not called upon by your convictions in that line to set fire to your house. Argument for reasonable and moderate hours of labor with fair pay conveys no license to argue that it would be a good thing if all the world were to live on a feather bed and be served with champagne and chicken pie several times a day. The duty of employers and of the public is to see that labor reaches a point at which a good living can be earned by the average workingman, yet leave him spare energy and vitality for something besides his bread-winning. An eight-hour day and 44-hour week—in many employments a seven hour day—is not far from that point.

Don't expect a miracle. Nothing happens all of a sudden as conditions of labor are improved. A fair day's work and a fair day's pay will not revolutionize the face of civilization in a minute or a year or a score of years. A man who gets an eight-hour day won't go home after his work and start to learn the Encyclopedia Britannica by heart. There will be something better for him to take in than that—leisure to look about him, time to do more for and with his wife and children, freedom to respect himself as something better than a beast of burden, opportunity to take an intelligent interest of some kind or another in the doings of the community about him. Education, all of it. He is no longer a log, no longer an automaton; his brain becomes active, he is a better man and a better workman. He can earn more because he is worth more; the man succeeds the animal, the mind succeeds matter. His children in turn get a better chance. No longer is it clod after clod; the boys start ahead of where their father leaves off.

The broad, big basis for the eight-hour argument is that long hours are a strain on men which is not compensated for to the

community by the extra work which temporarily may be done, and that eventually—not all at once—not for a generation perhaps—moderate hours mean healthier, more intelligent, more capable and more valuable masses of men and women, that in the long run moderate hours with fair pay will produce greater industrial value than long hours with the same or less pay, while at the same time they brighten the whole conditions of existence.

But employer as well as employee needs fair play in the matter of hours and pay. With the employer it is often a choice between decency and bankruptcy. He may wish to ask but a fair day's work and pay a liberal wage, but if other employers in the same line won't do it he can do it only by risking shipwreck. Even a business with a good margin of profit can often not be safely experimented with. Conditions once changed can often not be restored. Business loss can often not be regained. It is easy to come down, hard to climb back again if necessary. Human nature in employers as well as employees shrinks from making one's self and one's family victims and martyrs for a theory. Smith says to himself, "If I cut down the hours of my men to eight, and Jones, Brown and the rest of them keep on at nine or ten hours, they'll have at the start a bigger output, will undersell me, and I'll lose business. Then if I find eight hours won't do, I'll have a row with my men if I start to put them back to nine, and anyway I'll have lost customers and won't find it easy to get them back. Maybe my business will be wrecked and what better will anybody be? The eight-hour day for workingmen generally will be farther off than ever, as other employers see the disastrous result of my experiment."

Here is where the collective power of trades and labor unions tells. Concerted action is possible. Pressure on employers can be made general, and at the same time employers know that if they yield together they are less likely to lose. Some will not retain business advantages over others. There is thus a better chance that employers can be induced collectively to agree to generous conditions. Many of them will always be glad of a living chance to do so.

In this and many other respects humanity should be grateful for the results of the trades



COMPLIMENTS  
OF  
San Francisco  
Stereotypers' and Electrotypers'  
Union



NUMBER TWENTY-NINE

*Greetings and  
Best Wishes*

*from*

Philadelphia  
Stereotypers'  
Union No. 7

Bernard J. Grady, President.

Ang. F. Motz., Rec.-Cor. Secretary

Frank J. Burke, Fin. Sec.-Treasurer

GREETINGS

from

DETROIT  
Stereotypers' Union  
No. 9



and labor unions. The injustice they have done is milk and water to the injustice they have banished. Certainly they have been narrow and violent at times. But where were the unions born? They were born among men who were driven like brutes and slaves. What wonder that at the outset they were rough and reckless. As the conditions of labor have ameliorated, largely through the struggles of the unions, as the brains and bodies of workingmen have both got better food, the unions have gained moderation and fairness until in some of the strongest and most advanced organizations, for instance the International Typographical Union, their course is marked by an intelligence, dignity and conservation which puts to shame the average Legislature on this Continent.

Let us judge of no reforms too hastily. Effects take time. The dust of battle masks, blurs and defaces manœuvres that may be moving inexorably to brilliant victory. In movements that affect vast masses of men, such as improvement of conditions of labor, it is folly to jeer at the slowness of the appearance of good results, or to cry that because there is slowness there is failure. We must wait in patience and hope, and do our best both to bear and to help. It may be ten, twenty, or fifty years, but in good causes the completeness and the beauty will come in the end, no matter if present conditions seem sometimes hopelessly backward and dirty. Macaulay in one of his essays compares incomplete outbreaks for freedom to buildings

in the course of erection :

"The final and permanent fruits of liberty are wisdom, moderation and mercy. Its immediate effects are atrocious crimes, conflicting errors, scepticism on points the most clear, dogmatism on points the most mysterious. It is just at this crisis that its enemies love to exhibit it. They pull down the scaffolding from the half-finished edifice ; they point to the flying dust, the falling bricks, the comfortless rooms, the frightful irregularity of the whole appearance ; and then ask in scorn where the promised splendour and comfort is to be found. If such miserable sophisms were to prevail, there would never be a good house or a good government in the world."

The same truth applies to the great revolutions in the cause of labor. They must not be judged by half-way appearances. Turbulence and injustice may accompany agitation sometimes—perhaps very often—but no just estimate of the final effect can be based on temporary and partial troubles. What is the effect in the long run ? What end gained at the last ? These are the questions. What will the finished building be like ? Who that studies the conditions of labor now as compared with the conditions of labor twenty years ago can honestly fail to answer that they are changed tremendously for the better ? And who can honestly deny that the principles and work of the Trades and Labor Unions have had enormously to do with the improvement?



KEW BEACH, TORONTO.

## CONVENTION COMMITTEE, 1921



NINA E. MACLEOD (Treasurer),  
 W. J. ELLIS,  
 F. E. BOWEN,  
 HARRY BUESCHER  
 (President No. 21),  
 ROBERT J. W. SARGENT,  
 HENLEY H. AMES (Chairman),  
 F. SHERBORN,  
 ARTHUR RIBBELL,  
 W. E. MITCHELL,  
 HARVEY PERKINS (Secretary).  
 W. L. LATTIN

# Toronto Stereotypers' and Electrotypers' Union No. 21

President :

HARRY BLENCOE

First Vice-President

A. PERC. ROWEN.\*

Second Vice-President :

ROBERT DOWNARD

Financial Sec. Treas.

NEIL E. MACLEOD\*

Corresponding Secretary :

HARRY PERKINS\*

Sergeant-at-Arms :

R. CONLIN

Executive Committee, above (\*) together with :

Stereo Members

Frank E. Branston.

W. E. Mitchell (Chairman).

Electro Members :

J. Happenstall.

F. Smerdon.

Abbs, Headley H.  
Adams, Henry A.  
Alderdice, Harry  
Anderson, Fred C.  
Banks, Burwell.  
Baylis, William.  
Bennett, James.  
Bissett, Ed.  
Blencoe, Harry.  
Bott, Chas.  
Bowen, A. Perc.  
Branston, Frank E.  
Braund, William.  
Brown, Arthur.  
Chadwick, William.  
Conlin, Richard.  
Croke, John W.  
Cradick, Herbert.  
Dean, Samuel.  
Dowden, John P.  
Downard, James J.  
Downard, Robert.  
Fagan, Elmer F.  
Fleming, John J.  
Fulton, W. J.  
Gaynor, Harold.  
Gibson, Arthur.  
Gilmore, William.  
Gooch, William T.  
Grainger, Albert.  
Greenfield, Harry  
Hand, Harry.  
Hawkey, William.  
Heppenstall, John F.  
Hilts, William.  
Hoult, James.  
Huddleston, George C.  
Hughes, Robert N.  
Hunt, Alfred E.

Hunt, A. J.  
Hynds, Percival E.  
Jackson, Robert.  
Jose, Thomas.  
King, Joseph E.  
Lafferty, C. W.  
Lettau, William.  
Leake, Harry  
Lovett, James.  
Maloney, Philip.  
Martin, Samuel.  
Middleton, George.  
Middleton, John  
Miller, Thomas.  
Mitchell, Sam.  
Mitchell, William E.  
Montgomery, Harry.  
MacLeod, Neil E.  
MacPherson, James M.  
McComb, James.  
McComb, James A.  
McGregor, W.  
McKay, William  
McKeag, William  
McLeod, Neil A.  
McMahon, Daniel.  
McNally, Harry.  
Nash, V. A.  
Nealey, Ed.  
Newth, James.  
Oliver, John.  
Oliver, William H.  
Organ, William, Sr.  
Organ, William, Jr.  
Owens, Claude J.  
Owston, Harold.  
Owston, John M.  
Owston, William H.  
Patterson, Adam.

Perkins, Harry.  
Purvis, Samuel.  
Richmond, S. A.  
Riddell, Alex. S.  
Reeves, John  
Rumley, Clyde.  
Rumley, Maurice.  
Shunk, Frank.  
Smith, George E.  
Smith, Charles.  
Sutherland, Ed.  
Urquhart, Gordon.  
Vetter, Joseph.  
Vitek, Ed.  
Ward, John..  
Wellburn, J. R.  
White, Morley.  
Williams, Hugh.  
Young, Edgar.

## Apprentices.

Alliston, Basil.  
Bird, Bernard.  
Campbell, A.  
Clark, Joseph.  
Colby, A.  
Dale, Harry.  
Ellis, Ed.  
Herbert, Harold.  
Johnston, Chas.  
McLeod, Norman.  
McQuade, T.  
Owston, Allan.  
Patterson, John.  
Prettie, William.  
Urquhart, Donald.  
Walker, Fred.  
Wilkinson, Walter.  
Woods, J.

*Compliments of*

Electrotypers' Union No. 31

*Cincinnati, 1922*

GREETINGS

*from*

BOSTON

Electrotypers  
Union No. 11



NINETEEN HUNDRED AND TWENTY-ONE



Denver  
Stereotypers and  
Electrotypers  
No. 13



# Toronto Union, No. 21

BY

PERCY BOWEN

A FEW retrospective references to the origin and progress of our Union will no doubt be of interest at this time on the occasion of the celebration of the 20th Convention of our International Union.

It is impossible in the space allotted to give more than a sketch of the many interesting incidents leading up to the founding of No. 21, and events which have transpired since that time. The following brief outline of the achievements will suffice :

In 1867—just nine years after the London Times issued the first curved stereotype plate—the Toronto Globe job department commenced stereotyping. This was accomplished with the assistance of a tramp, who only worked when his needs demanded. He carried a lead caster and thus earned a livelihood.

The late E. F. Clarke, afterwards Mayor of this city, and member of Parliament, was the first apprentice under this man. Mr. Clarke, being a printer, later returned to the case, and was succeeded by Thomas Chapman.

In 1870 Mr. Chapman left the Globe and was employed by the late J. Ross Robertson on "The Telegraph," where John Heighton (at present foreman of "The Telegram" stereotyping department) served his apprenticeship.

"The Telegraph" ceased publication in 1872, Mr. Heighton going to The Globe.

By carrying clay from the brickyards he was able to stereotype the first weekly in Canada, "The Canada Farmer."

Experiments were being made on electrotyping in 1839 by C. Jordan, a printer ; and

Mr. Spencer published a paper by electrotypes the same year.

Mr. Murray in 1840 discovered moulding in wax with graphite.

It was not, however, until 31 years later, in 1871, that Toronto saw its first electrotyping plant, when Hunter-Rose Co. brought a stereotyper and electrotyper named John Flemming from the Old Country. Adam Patterson, the present foreman of The Globe, served his apprenticeship under Mr. Flemming. In 1878 The Globe stereotyped the first daily paper.

Twenty-eight years ago nine members of the Craft deemed the time opportune to consider the advisability of forming a union to protect their interests. Accordingly a meeting was called and on January 31st, 1893, Mr. E. Meehan, of the Typographical Union, organized the stereotypers in Shaftesbury Hall, with the following charter members : John Huddleston, John Rennie, Adam Patterson, James McPherson, William Chilton, Wm. Reardon, Dick Conlin, George Humphrey.

The election for the first President was a tie between Messrs. Patterson and Huddleston. The former withdrew and Mr. John Huddleston was the first President.

The initiation fee at that time was \$1.50 and dues 40 cents per month. The records show that any member unemployed who attended each meeting was exempt from dues. A feeling of brotherliness and confidence has always prevailed, which is a stimulus to greater effort. From the foundation thus laid there has been raised a strong superstructure, which is not yet perfect, but is a credit to the founders and those of our Craft who have assisted in the building. (Continued on page 69.)



Perc. Bowen

Meets First Friday of Each Month  
at 7.45 p.m.

Executive Board Meets Third Friday  
Evening of Each Month

GREETINGS FROM

# Philadelphia Electrotypers' and Finishers' Union No. 72

(Amalgamated 1910)

I. S. & E. U. of N. A.



Recording Secretary—

DAVID H. WILLIAMS,  
619 Belgrade Street.

President—

THEODORE J. RANKIN,  
1339 S. 57th Street.

❖—❖  
GREETINGS

AND

BEST WISHES

FROM

*Eletrotype Molders'*

AND

*Finishers' Union*

No. 17  
❖—❖

COMPLIMENTS OF

Stereotypers'

Union

No. 18

NEWARK, N.J.



# A Word of Greeting

FROM

H. N. KELLOG

Chairman Special Standing Committee, American Newspaper Publishers' Association.

It is probably unnecessary to remind delegates to the Convention that the arbitration contract between the I.S. and E.U. and the A.N.P.A., which is now in force, will expire on April 30th, 1922, and that if we are to continue under an arbitration arrangement a new contract must be concluded before the date mentioned.

I am sure the great majority of the members of your organization believe the arbitration agreement has been beneficial to subordinate unions of the I.S. and E.U., as well as to members of the American Newspaper Publishers' Association. I sincerely trust it will be possible to conclude a new arbitration contract satisfactorily to all concerned.

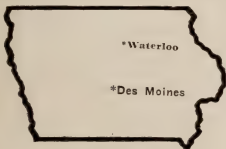


*H. N. Kellogg*

During the four years the present arbitration agreement has been in effect there has

been more labor unrest throughout the country than in any other similar periods of which we have records. In some of the other unions of the printing trade there have been many cases in which members of local organizations have disregarded the obligations of their contracts, but the instances in which this has occurred in the ranks of the I. S. and E. U. are very, very few. All that the A.N.P.A. asks of the Unions is a square deal, and that has invariably been

accorded by the officers of the I.S. and E.U., and in almost every instance by officers and members of local unions.



NUMBER 84

103

COMPLIMENTS

of

Number Ninety-seven

Minneapolis, Minn.



Compliments of New York Electrotypers' Union Number 100

GREETINGS

*from*

No. 19



Joseph A. Dowling, President.  
Frank E. Money, Vice-President.  
Albert C. Shafer, Sec.-Treas.



Washington, D.C.

COMPLIMENTS

*of*

"CLEVELAND"

(Ohio, U.S.A.)



No. 22

THE  
CANADIAN MEMBERS  
OF THE  
International  
Stereotypers' and Electrotypers'  
Union

JOIN WITH  
TORONTO NUMBER TWENTY-ONE

IN EXTENDING CORDIAL GREETINGS TO

The Maple Leaf Convention

---

Montreal No. 33	Victoria & Vancouver No. 88	London No. 115
Ottawa No. 50	Calgary - - No. 109	Regina No. 116
Winnipeg No. 59	Hamilton - - No. 113	Edmonton No. 129

*Best Wishes from the Members  
of  
Stereotypers' Union  
No. 14  
Columbus, Ohio.*

T. A. NOCHICK, Pres.      L. C. MITCHELL, Secy-Treas.

*Greetings from  
Dayton S. & E. U.  
No. 15*

A. C. STEVENS, Vice-Pres.      J. ACKERMAN, Rec. Secy.

GREETINGS  
FROM  
No. 25  
BUFFALO, N.Y.

- OFFICERS -  
THOMAS CALVERT, President  
JOSEPH SMITH, Vice-President  
JAMES CLAYTON, Financial Sect'y  
WILLIAM TUFFY, Recording Sect'y  
GEORGE VETTER, Treasurer  
HAROLD MANN, Sergeant-at-arms

EXECUTIVE BOARD  
JOSEPH SMITH      GEORGE SMITH  
ROBERT MANN, Sr.  
JAMES WHITBY      GEO. BERINER

GREETINGS  
to  
*Brother Electrotypers*  
and  
*Stereotypers*  
from  
No. 30

*"We Are Still  
Pegging Away"*



Minneapolis  
Stereotypers'  
Union No. 16

BEST WISHES  
of  
Stereotypers' and Electrotypers'  
Union Number 32  
LOUISVILLE, KY.

# Closer Affiliation

BY

JAMES P. FITZSIMMONS.

**I**N many localities of North America the local unions of the printing trades are crying "closer affiliation" with an idea that it will put an end to their troubles and worries about wage scales and working conditions. They think that when the employer realizes that all the printing trades are united and a joint committee is acting for all crafts he will throw up his hands and say, "Gentlemen, I will grant everything you ask!"

I want to state before hand that I have at all times been and am now in favor of "closer affiliation" when it is conducted along the right lines and through the proper channels—the International Unions.

When the five International Printing Trade Unions get together and agree that all contracts shall be joint contracts and no local union shall be permitted to sign independently, then I say we will have "closer affiliation" and not before.

It must also be understood by the local unions that "closer affiliation" does not mean that they shall be permitted to disregard the International Unions and overthrow the governments as they have endeavored to do in some places.

In one of the large cities where it was thought closer affiliation was perfected and the committee was working in a most harmonious manner before May 1st of this

year the employer showed how easy it is for him to break the ranks.

They made an offer to two of the local unions that they would grant the 44 hour week without any reduction in wages if the unions would agree to sign a three year contract providing for conciliation and arbitration of all differences that might arise and the question of wages to be opened on September 1st, 1921, four months after the signing of the contract. This proposition was accepted by both unions and their members returned to work without even notifying the third and largest union and leaving it to shift for itself.

The officers of this union then called a meeting of its members and explained the situation and the union voted to return to work under the same conditions except they did not sign a contract. This the employers accepted. The result is that two crafts are working under contracts and one is not. Thus another rude awakening from an impractical dream. This is the unbroken history of all the efforts up to date in the printing trades.

I mention these facts simply to show our members that "closer affiliation" conducted by local unions is impossible and that until the International Unions have worked out some acceptable agreement the local efforts cannot be made a success.

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## Toronto Union, No. 21 *(Continued from page 63.)*

A comparison of conditions now prevailing with those that existed in 1867, or even as late as 1893, when No. 21 was organized, only serve to show the advances made. These inestimable blessings have not been secured without careful thought and labor on the part of the officers who have guided the destinies of No. 21 from time to time. The enthu-

siasm manifested has caused a strong fellowship to exist.

This article would be incomplete without touching on the fact that while No. 21 has always been zealous for its members' interests, it has never failed to consider the rights of the employer. Its obligation in this respect has been faithfully kept.

FROM  
 TWENTY FOUR  
 TO  
 TWENTY ONE  
 IN  
 TWENTY ONE

BEST WISHES OF  
*TOLEDO*  
*S. & E. No. 39*

Pres.—G. R. Savage.  
 Vice-Pres.—And. Scott.  
 Sec.—Treas.—Alfred Hosfeld.  
 Ser. Arm.—Aug. Gockinnan.

COMPLIMENTS OF  
 TORONTO  
 ELECTROTYPING AND  
 STEREOTYPING  
 COMPANY, LIMITED  
 122 ADELAIDE STREET WEST  
 TORONTO

“On the Frontier”  
 Opposite Windsor,  
 Canada  
 No. 54



Sends best wishes  
 for a successful Convention

*BEST WISHES*  
*of*  
 Des Moines Stereotypers'  
 Union No. 40

❖—❖  
*“The City of Certainties”*

∴ *GREETINGS* ∴  
 Atlanta S. & E. Union  
 No. 42



Electrotypers' Union  
No. 44

COMPLIMENTS OF  
ST. PAUL  
ELECTROTYPERS'  
UNION No. 45

Pittsburgh  
Stereotypers'  
Union

COMPLIMENTS  
*of*  
Buffalo Electrotypers'  
Union No. 76



Number 56



OFFICERS :

President—Arthur M. Lang.  
Vice-Pres.—Albert Widgery.  
Secretary—Peter J. Boos.  
Treasurer—Wm. H. Young.  
Sergt.-at-Arms—Fred Davis.

COMPLIMENTS  
*of*  
*Rochester S. & E.*  
*Union No. 49*  
*ROCHESTER, N.Y.*

GREETINGS  
FROM PUEBLO AND COLORADO  
SPRINGS UNION No. 67.

John Brennicke, Pres.  
John B. Howard, Secy.  
Chas. Rollo. Jim Wetheral.  
Harry V. Miller Wm. G. Snyder  
W. C. Chambers A. Radcliff.  
Ernest P. Cason.



COMPLIMENTS

of

Pittsburgh Electrotypers'  
Union No. 68

GREETINGS

From Milwaukee  
Stereotypers'  
Union



No. 90

COMPLIMENTS

of

Tri-City Union  
No. 89

DAVENPORT, ROCK ISLAND  
MOLINE, Ill.

Memphis, Tenn.,  
No. 51

Oklahoma City, Okla.,  
No. 93

San Antonio, Tex.,  
No. 99

Grand Rapids, Mich.,  
No. 101

Canton, Ohio,  
No. 130

Tulsa, Okla.,  
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